DOCUMENT RESUME

ED 246 727 HE 017 305

TITLE Employment in Connecticut Public Institutions of Higher Education: 1979 to 1983. Research Report R-3-84.
INSTITUTION Kappa Delta Pi, Fayetteville, NC. Omicron Beta Chapter.
PUB DATE May 84
NOTE 55p.
AVAILABLE FROM Connecticut Board of Higher Education, 61 Woodland Street, Hartford, CT 06105.
PUB TYPE Statistical Data (110) -- Reports - Descriptive (141)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS Administrators; *College Faculty; Comparative Analysis; *Employment Patterns; Females; Full Time Faculty; *Higher Education; Males; *Minority Groups; *School Personnel; School Surveys; Sex Differences; *State Colleges; State Surveys; Tenure; Women Faculty
IDENTIFIERS *Connecticut

ABSTRACT

Information on employees in Connecticut's 22 public institutions of higher education in fall 1983 is presented, along with comparative data for 1979 and 1981 employment patterns. Employment by the seven Equal Employment Opportunity Commission occupational categories is also analyzed. A separate section provides information on faculty employment, and data by institution for 1983 are included. Important findings include the following: the total number of full-time positions has declined; the decline is greatest in support positions; and the only overall growth area appears to be at the levels of executive/administrative/managerial. Faculty minority employment is maintaining its position in a period of declining employment, reflecting growth in employment for Asians and American Indians (numbers of Blacks and Hispanics, however, declined slightly between 1979 and 1983). More detailed findings are as follows: there were 92 fewer full-time faculty in 1983 than in 1979 and 1981; only the state technical colleges showed an overall gain from 1979, up 35 faculty; from 1981 to 1983, women improved their representation only in the secretarial/clerical category and maintained their representation among faculty. Information is included on faculty employment by rank and tenure, and by part-time or full-time status. (SW)

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ED246727

REPORT

Research Report R-3-84
May 1984

Board of Governors for Higher Education
Department of Higher Education
State of Connecticut

EMPLOYMENT IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION 1979 to 1983

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Report

Research Report R-3-84
May 1984

Board of Governors for Higher Education
Department of Higher Education
State of Connecticut

EMPLOYMENT IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION: 1979 TO 1983

This report presents information on employees in Connecticut's 22 public institutions of higher education in fall 1983. Comparisons are made to fall 1979 and 1981 employment patterns. In Part I (pages 4-11) employment by the seven Equal Employment Opportunity Commission (EEOC) occupational categories is analyzed. Part II (pages 12-21) provides information on faculty employment. Definitions are provided on page 22. Data by institution for 1983 are provided in the Appendix beginning on page 23.

Several important findings emerge from this analysis. First, the total number of full-time positions has declined. Second, the decline is greatest in support positions. Third, the only overall growth area appears to be at the executive/administrative/managerial level. Finally, although faculty minority employment appears to have increased, in actuality little progress has been made by Blacks and Hispanics — the two significant minority groups in Connecticut.

EXECUTIVE SUMMARY

The number of full-time employees in Connecticut's public institutions of higher education (10,341 in 1983) has declined by 4.8 percent since 1979. There were 157 fewer employees in 1981 than in 1979, and 359 fewer in 1983 than two years earlier.

The largest declines have occurred in the number of employees in the clerical/secretarial occupational category (-259 employees since 1979) and in the number of full-time employees in all occupational categories at the University of Connecticut Health Center (-306 employees since 1981). Only at the state technical colleges has total full-time employment increased, albeit slightly, from 1979.

In the Connecticut system of public of higher education, the largest occupational category is faculty with 3,409 individuals (33%), followed by professional with 2,475 (24%), secretarial/clerical with 1,657 (16%), service/maintenance with 1,500 (14%), executive/administrative/managerial with 605 (6%), technical with 402 (4%) and lastly, skilled crafts with 293 (3%). The executive/administrative/managerial category is the only one to have increased in size, with 53 more employees in 1983 than in 1979.

Faculty

There were 92 fewer full-time faculty in 1983 than in 1979 and 1981, a period when their numbers were stable. Only the state technical colleges showed an overall gain from 1979, up 35 faculty. The biggest drop was at the UConn Health Center with 55 fewer faculty, followed by the University of Connecticut where the number declined by 40. The Connecticut State University had 15 fewer full-time faculty, and the regional community colleges nine fewer.

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While the total number of faculty is shrinking, those holding the rank of professor increased by 247 from 1979 to 1983. Conversely, the number of assistant professors declined by 231 during the same period. This shift to senior rank is apparent at each constituent unit, but most significantly at the regional community colleges where the number of professors went from 59 to 161 in the four-year period, while the number of assistant professors dropped from 228 to 134. The University of Connecticut has the largest proportion of its faculty at the rank of professor, 46 percent in 1983.

This shift to senior ranks appears to be occurring within the tenured faculty. The total number of tenured faculty increased by 12 persons between 1981 and 1983 and by 32 between 1979 and 1981. The number of faculty with tenure-track appointments declined by 71 persons over the four-year period. The proportion of faculty holding tenure increased from 69 percent in 1979 to 72 percent in 1983. The Connecticut State University and the state technical colleges have the highest rates (82% each in 1983) and the UConn Health Center has the lowest (22% in 1983). Tenure rates at Connecticut's four-year institutions are high when compared to national tenure rates for similar institutions (66% in 1980). The national tenure rate at two-year institutions in 1980 (75%) is more similar to those at Connecticut's two-year institutions.

These high tenure rates, the shift to senior ranks, and the overall decline in the number of faculty suggest a maturing faculty with fewer opportunities for recruiting new personnel to respond to the changing educational needs of the 1980s.

Minority Employment

While overall public college employment was down in 1981 and 1983 from 1979, the number of minorities employed has remained quite stable, resulting in a slightly higher proportional representation (8.4% in 1983 compared to 8.1% in 1979 and 1981). From 1979 to 1983, the number of minorities in the secretarial/clerical category dropped at a faster rate (-17.1%) than for the group as a whole (-13.5%). In contrast, the number of minority faculty actually increased by 13 persons from 1979 to 1983, compared to an overall decline of 92 faculty. In general, it appears that minorities are maintaining their position in a period of declining employment.

A different picture emerges when minority employment is examined by ethnicity. The employment pattern of Blacks and Hispanics contrasts strikingly from that of other minorities (i.e., those of Asian and American Indian ethnicity). Approximately 31 percent of all Black and 32 percent of Hispanic employees are in the service/maintenance occupational category, compared to six percent of other minorities and 14 percent of white employees. Of those minority employees who are not Black or Hispanic, 56 percent are faculty members. Indeed, the growth observed in the number of minority faculty is due fully to increases in the "other minority" category. The number of Black faculty members actually declined from 58 to 54 from 1979 to 1983, while the number of Hispanic faculty members dropped by two persons from 39 to 37 between 1979 and 1983, after reaching 45 in 1981.

Minority representation among tenured faculty increased slightly (4.8% to 5.0%) from 1979 to 1983, while the proportion of tenure-track faculty who are minorities increased from six percent to seven percent.

Employment of Women

From 1979 to 1981, women improved their representation among full-time employees (47.1% in 1979 compared to 48.5% in 1981) despite a significant drop in the number of persons in the secretarial/clerical category, where almost one-third of women are employed. From 1981 to 1983, the picture changed. During this period, women improved their representation only in the secretarial/clerical category (although their actual numbers decreased significantly). Their representation among all employees dropped back to 47.4 percent.

While women lost ground generally between 1981 and 1983, their representation among faculty remained stable (25.6%). From 1979 to 1983, women increased slightly their proportional representation at the senior ranks of professor and associate professor. Their representation among tenured faculty was up similarly, while the proportion of on-track faculty who are women increased from 1979 to 1981 but dropped back slightly in 1983. More than a third of all on-track faculty are women, however, as are those at the rank of assistant professor. Women are the majority in the more junior ranks of instructor, lecturer and non-ranked full-time faculty.

The proportion of female employees declined or remained quite stable from 1981 to 1983 at each constituent unit with the exception of the state technical colleges, where women made significant gains. In contrast, the proportion of all employees who are minorities increased at each constituent unit except at the state technical colleges between 1981 and 1983. Minorities and women continue to be most under-represented at this constituent unit, however (5% are minority, 31% are women).

A Note on the Data

This report is compiled from data collected biennially on the Higher Education Staff Information Survey (EEO-6 report) of the U.S. Equal Employment Opportunity Commission. Institutions were asked to report on all full-time employees for the payroll period nearest to October 1, 1983, independent of funding source. Thus, these data are not limited to state-supported positions. Employees at constituent unit central offices and the Department of Higher Education are not included in this analysis.

One fundamental definitional difference exists between the EEO-6 survey and the annual Higher Education General Information Survey (HEGIS) on faculty conducted by the National Center for Education Statistics. The EEO-6 survey includes all full-time faculty (see definition on page 22 of this report), while HEGIS data are limited to instructional faculty whose major or regular assignment is instruction, including those with released time for research.

1. FULL-TIME EMPLOYEES, ALL OCCUPATIONAL CATEGORIES

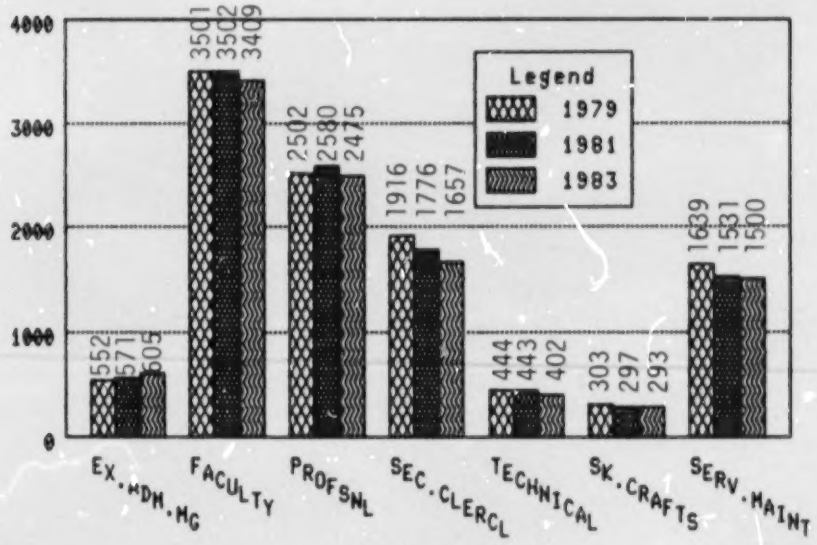
Overview

The number of full-time employees in Connecticut's public institutions of higher education is declining. The fall 1983 count of 10,341 employees was down 3.4 percent from the 1981 total of 10,700 employees. This in turn was 1.4 percent lower than the 1979 total of 10,857 employees.[1,2]

Figure 1 summarizes the distribution of full-time employees among the seven Equal Employment Opportunity Commission (EEOC) occupational categories in 1979, 1981 and 1983. Definitions of these categories are provided on page 22.

FIGURE 1

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY OCCUPATIONAL CATEGORY



Total Full-Time Employment

1979 = 10,857
1981 = 10,700
1983 = 10,341

Growth has occurred only in the executive/administrative/managerial category (+53, +9.6%) from 1979 to 1983. The secretarial/clerical category lost the largest number of employees (-259, -13.5%) between 1979 and 1983.

Faculty is the largest occupational category, with 3,409 (33.0 %) of all employees in 1983, followed by professional (23.9%) and secretarial/clerical (16.0%). In 1979, faculty comprised 32.2 percent of full-time employees, professionals 23.0 percent and secretarial/clerical 17.6 percent.

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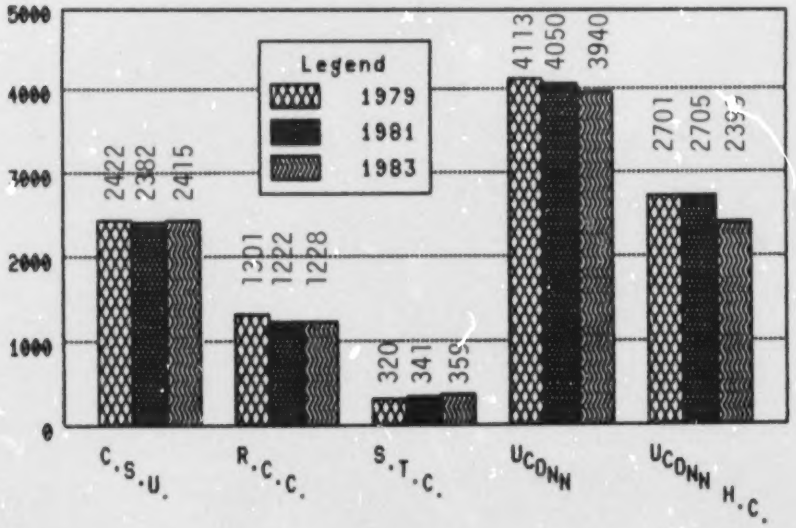
[1] Source of data: "Higher Education Staff Information Survey (EEO-6 Report)," biennial survey.

[2] Full-time employees are employed by 9-10 month or 11-12 month contracts. These categories have been combined for the purposes of this report.

Figure 2 shows the distribution of employees among the constituent units.

FIGURE 2

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT



While the UConn Health Center showed the largest total decline in the number of full-time employees from 1979 to 1983 (down 302 persons or 11.2 percent) all of this loss was sustained during 1981 to 1983. The University of Connecticut follows, down by 173 full-time employees, or 4.2 percent from 1979 to 1983. Only the state technical colleges experienced an increase in each period.

Table 1 shows employment by occupational category for each constituent unit for 1981 and 1983. (Research Report R-3-82 provides a similar comparison for 1979 and 1981.)[3] The University of Connecticut employed 33.1 percent of all full-time employees, while the state technical colleges employed the fewest, 3.5 percent of all full-time employees in 1983.

The UConn Health Center had 306 fewer employees in 1983 than two years earlier, a decline of 11.3 percent. The only other constituent unit to lose employees during this period was the University of Connecticut (-110, -2.7%).

The UConn Health Center experienced declines in each occupational category from 1981, but most significantly in the categories of professional (-89), secretarial/clerical (-83), faculty (-60) and technical (-43). The University of Connecticut also had fewer employees in each category, with the largest change among faculty (-44).

The occupational categories with the most growth were executive/administrative/managerial (+38) and service maintenance (+34) at the Connecticut State University.

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[3]Employment in Connecticut Public Institutions of Higher Education. BHE Research Report, R-3-82, June 1982. Board of Higher Education, Hartford, CT.

TABLE I

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT*

Occupational Category	Year	University of Connecticut		UConn Health Center		Connecticut State University		Regional Community Colleges		State Technical Colleges	
		Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees
Executive/Administrative/ Managerial	1983	107	2.7%	101	4.2%	184	7.6%	170	13.8%	43	12.0%
	1981	114	2.8%	112	4.1%	146	6.1%	166	13.6%	33	9.7%
Faculty	1983	1208	30.6%	334	13.9%	1132	45.9%	523	42.6%	212	59.0%
	1981	1252	30.9%	394	14.6%	1139	47.8%	522	42.7%	195	57.2%
Professional/Non-Faculty	1983	953	24.2%	1163	48.5%	138	5.7%	210	17.1%	11	3.1%
	1981	959	23.7%	1252	46.3%	153	6.4%	205	16.8%	11	3.2%
Secretarial/Clerical	1983	596	15.1%	388	16.2%	399	16.5%	212	17.3%	62	17.3%
	1981	611	15.1%	471	17.6%	420	17.6%	217	17.8%	57	16.7%
Technical/Paraprofessional	1983	80	2.0%	172	7.2%	92	3.8%	44	3.6%	14	3.9%
	1981	83	2.1%	215	7.9%	86	3.6%	51	4.2%	8	2.3%
Skilled Crafts	1983	111	2.8%	69	2.9%	92	3.8%	13	1.0%	8	2.2%
	1981	124	3.1%	73	2.7%	94	3.9%	6	0.5%	-	-
Service/Maintenance	1983	885	22.5%	172	7.2%	378	15.6%	56	4.6%	9	2.5%
	1981	907	22.4%	188	7.0%	344	14.4%	55	4.5%	37	10.8%
TOTAL, All Categories	1983	3940	100%	2399	100%	2415	100%	1228	100%	359	100%
	1981	4050	100%	2705	100%	2382	100%	1222	100%	341	100%
Change, 1981-1983		-110	- 2.7%	-306	-11.3%	+ 33	+ 1.4%	+ 6	+ 0.5%	+ 18	+ 5.3%
Percent of All Employees	1983	38.1%		23.2%		23.4%		11.9%		3.5%	
	1981	37.8%		25.3%		22.3%		11.4%		3.2%	

*Tables 1A - 8A provide detailed data by institution for each occupational category for fall 1983.

Employment by Minority Status[4]

The number of minorities employed increased by four persons from 862 in 1981 to 866 in fall 1983. In contrast, total full-time employment declined by 359 persons during the same period. Minorities were 8.4 percent of all employees in fall 1983, compared to 8.1 percent in 1979 and 1981. Figure 3 shows the total number of minority employees by occupational category in 1979, 1981 and 1983.

While the total number of employees in each occupational category (except executive/managerial/administrative) declined from 1979 to 1983 (Figure 1), the number of minorities decreased slightly in only three of the seven categories over the same period (professional, secretarial/clerical and skilled crafts). The largest drop was in the secretarial category (-24) where the rate of decline was somewhat larger than for the group as a whole (-17.1% compared to -13.5%). The largest increase over the four year period was in faculty (+13, +7.1%) compared to a decline of 2.6 percent for all faculty combined. It appears that minority employment has fared quite well when compared to the overall drop in employment in Connecticut public higher education since 1979, although their actual numbers remain quite small.

Figure 3 also shows the distribution of minority employees among occupational categories. This pattern is quite different from the overall distribution of employees (Figure 1). Minority employees are most likely to be found in the service/maintenance category and are least likely to be found in the skilled crafts category.

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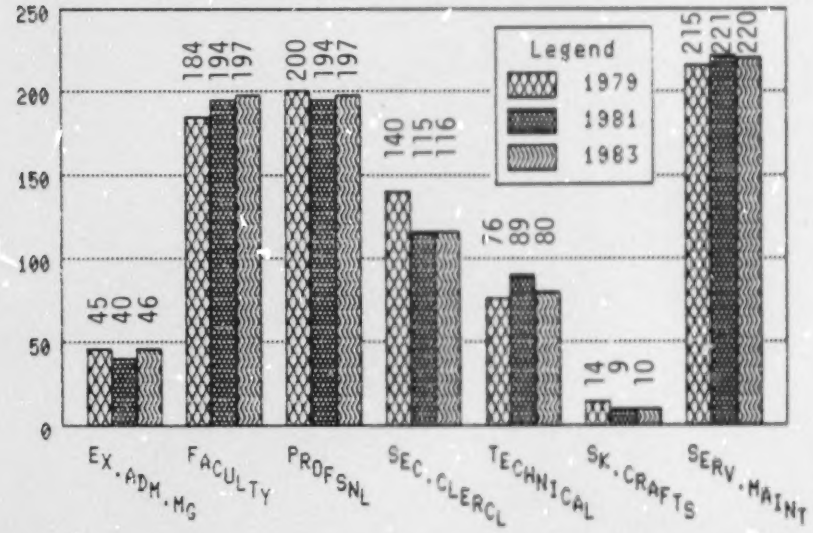
[4]"Minority" includes all non-white ethnic categories. Nonresident aliens are not separated from U.S. residents in the EEO-6 survey.

FIGURE 3

FULL-TIME MINORITY EMPLOYEES IN CONNECTICUT
PUBLIC INSTITUTIONS OF HIGHER EDUCATION
BY OCCUPATIONAL CATEGORY



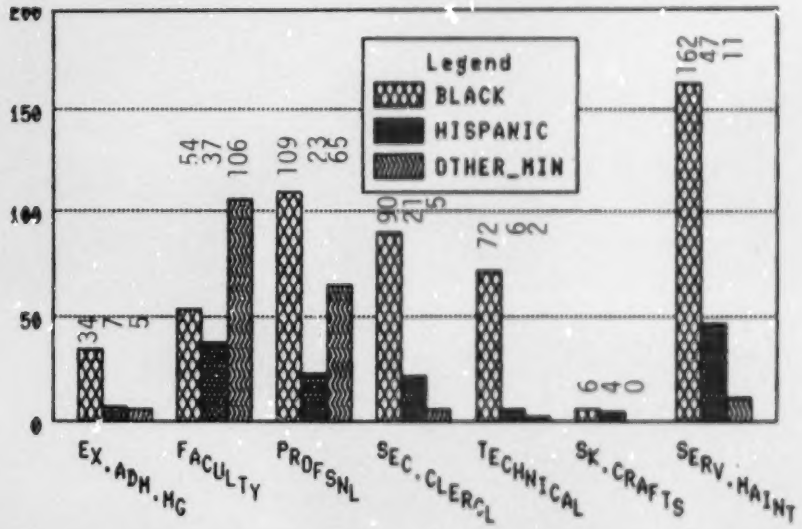
Total Minority Employment

1979 = 874
1981 = 862
1983 = 866

Figure 4 breaks down minority employment in fall 1983 by ethnic category. Blacks and Hispanics are most likely to be employed in the service/maintenance category (30.7% and 32.4% respectively) while other minorities are most likely to be employed as faculty (56.2%). This reflects the high historical participation rates of those of Asian heritage throughout U.S. higher education and subsequent employment as faculty.

FIGURE 4

MINORITY EMPLOYMENT BY ETHNICITY, FALL 1983



Total Minority Employees

Black = 527
Hispanic = 145
Other Minority = 194

Table 2 shows minority employment by constituent unit and occupational category in 1981 and 1983. Research Report R-3-82 provides a similar comparison for 1979 and 1981.

The number of minority employees has declined at the UConn Health Center (-6.7%) and state technical colleges (-5.3%) since 1981, while there were small increases at the other constituent units. The proportion of all employees who were minorities increased at all units except at the state technical colleges.

The UConn Health Center continues to employ the largest number and proportion of minorities. However, 28.2 percent of these employees are in the service/maintenance occupational category. In other words, half of all service/maintenance employees at the UConn Health Center are minorities.

TABLE 2

FULL-TIME MINORITY EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT AND OCCUPATIONAL CATEGORY*

		University of Connecticut		UConn Health Center		Connecticut State University		Regional Community Colleges		State Technical Colleges	
Occupational Category	Year	Number	Percent of Employees In Category	Number	Percent of Employees In Category	Number	Percent of Employees In Category	Number	Percent of Employees In Category	Number	Percent of Employees In Category
Executive/Administrative/ Managerial	1983	9	8.4%	10	9.9%	11	6.0%	15	8.8%	1	2.3%
	1981	10	8.8%	10	8.9%	7	4.8%	13	7.8%	-	-
Faculty	1983	83	6.9%	21	6.3%	62	5.5%	25	4.8%	6	2.8%
	1981	80	6.4%	20	5.1%	64	5.6%	24	4.0%	6	3.1%
Professional/Non-Faculty	1983	73	7.7%	77	6.6%	11	8.0%	35	16.7%	1	9.1%
	1981	74	7.7%	78	6.2%	14	9.2%	27	13.2%	1	9.1%
Secretarial/Clerical	1983	20	3.4%	52	13.4%	23	5.0%	14	6.6%	7	11.3%
	1981	17	2.8%	55	11.7%	22	5.2%	15	6.9%	6	10.5%
Technical/Paraprofessional	1983	12	15.0%	57	33.1%	5	5.4%	5	11.4%	1	7.1%
	1981	11	13.2%	65	30.2%	5	5.6%	8	15.7%	-	-
Skilled Crafts	1983	1	0.9%	2	2.9%	5	5.4%	1	7.7%	1	12.5%
	1981	2	1.6%	2	2.7%	5	5.3%	-	-	-	-
Service/Maintenance	1983	33	4.3%	86	50.0%	82	21.7%	13	23.2%	1	11.1%
	1981	36	4.0%	97	51.6%	71	20.6%	11	20.0%	6	16.2%
TOTAL, All Categories	1983	236	6.0%	305	12.7%	199	8.2%	108	8.8%	18	5.0%
	1981	230	5.7%	327	17.1%	188	7.9%	98	8.0%	19	5.6%
Change, 1981-1983		+ 6	+ 2.6%	-22	- 6.7%	+11	+ 5.8%	+10	+10.2%	- 1	- 5.3%
Percent of All Employees	1983	27.2%		35.2%		23.0%		12.5%		2.1%	
	1981*	26.7%		37.9%		21.8%		11.4%		2.2%	

*Tables 1A - 8A provide detailed data by institution and minority status for fall 1983.

The University of Connecticut employs the largest number of minority faculty (83). As a proportion of total full-time faculty, minorities range from 6.9 percent at the University of Connecticut to 2.8 percent (6) at the state technical colleges.

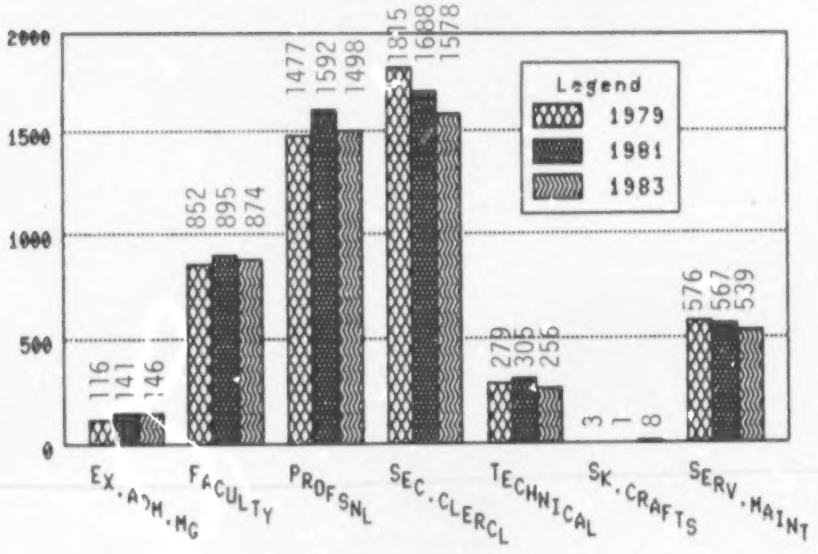
In the executive/administrative/managerial occupational category, the regional community colleges employ the largest number of minority persons (15) while the state technical colleges now have one minority. The UConn Health Center and regional community colleges have the largest proportion of minority employees in this occupational category (9.9% and 8.8%, respectively).

Employment by Gender

The number of women employed on a full-time basis was 4,899 in fall 1983, down from 5,189 (-290, -5.6%) in 1981 and 5,118 (-219, -4.3%) in 1979. The number of men employed also is declining. There were 5,442 male employees in 1983 compared to 5,511 (-69, -1.2%) in 1981 and 5,739 (-279, -5.2%) in 1979. Overall, the representation of women among all employees dropped to 47.4 percent in 1983, compared to 48.5 percent two years earlier and 47.1 percent in 1979. Figure 5 shows the distribution of men and women among occupational categories.

FIGURE 5

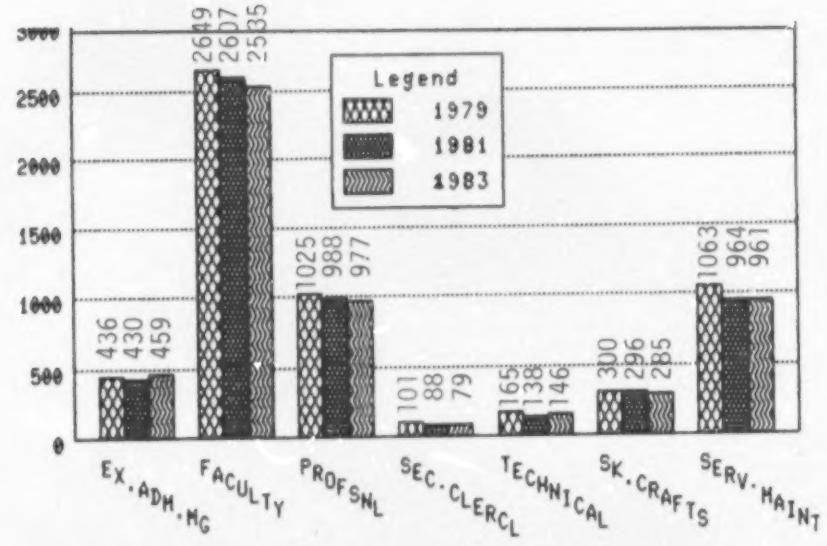
FULL-TIME EMPLOYEES BY GENDER
AND OCCUPATIONAL CATEGORY



WOMEN

Total Employment of Women

1979 = 5,118
1981 = 5,189
1983 = 4,899



MEN

Total Employment of Men

1979 = 5,739
1981 = 5,511
1983 = 5,442

As would be expected, the occupational profiles for men and women are quite different. Women continue to be found most often in the secretarial/clerical category (32.2% of all female employees in 1983). There continue to be very few women in the skilled crafts category although there was growth from one to eight between 1981 and 1983. Men are most frequently employed as faculty (46.6% of male employees in 1983) and least frequently in the secretarial/clerical category (1.4% in 1983).

The number of men and women in each occupational category fell or remained quite steady from 1981, with the exception of men in the executive/administrative/managerial category (+29). The number of women in this category grew by only five during the same period. The largest decline for women from 1979 to 1983 was in the secretarial/clerical category (-237, -13.0%). The largest increase was in the executive/administrative/managerial category (+30, +25.9%). For men, the largest decline from 1979 to 1983 was in the faculty category (-114, -4.3%) while the only overall increase was in the executive/administrative/managerial category (+23, +5.3%).

Table 3 shows the proportion of all employees who were women in each occupational category for 1979, 1981 and 1983. Women continue to comprise the vast majority of employees in the secretarial/clerical category (95.2% in 1983) and remain highly under-represented in the category of skilled crafts although some improvement can be noted. While gains were made in each category from 1979 to 1981, their representation in the professional, technical and service/maintenance categories declined by more than one percentage point from 1981 to 1983.

TABLE 3

WOMEN AS A PROPORTION OF ALL EMPLOYEES
BY OCCUPATIONAL CATEGORY

Occupational Category	1979	1981	1983
Executive/Administrative/ Managerial	21.0%	24.7%	24.1%
Faculty	24.3%	25.6%	25.6%
Professional Non-Faculty	59.0%	61.7%	60.5%
Secretarial/Clerical	94.7%	95.0%	95.2%
Technical/Paraprofessional	62.8%	68.8%	63.7%
Skilled Crafts	1.0%	0.3%	2.7%
Service/Maintenance	35.1%	37.0%	35.4%
Total	47.1%	48.5%	47.4%

Table 4 breaks down these data by constituent unit for 1981 and 1983. Research Report R-3-82 provides a similar comparison for 1979 and 1981.

TABLE 4

FULL-TIME FEMALE EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT AND OCCUPATIONAL CATEGORY

		University of Connecticut		UConn Health Center		Connecticut State University		Regional Community Colleges		State Technical Colleges	
Occupational Category	Year	Number	Percent of All Employees in Category	Number	Percent of All Employees in Category	Number	Percent of All Employees in Category	Number	Percent of All Employees in Category	Number	Percent of All Employees in Category
Executive/Administrative/ Managerial	1983	22	20.6%	31	30.7%	43	23.4%	42	24.7%	8	18.6%
	1981	26	22.8%	34	30.4%	34	23.3%	41	24.7%	6	18.2%
Faculty	1983	237	19.6%	57	17.1%	352	31.1%	197	37.7%	31	14.6%
	1981	254	20.3%	66	16.8%	360	31.6%	193	37.0%	22	11.3%
Professional/Non-Faculty	1983	519	53.4%	778	66.9%	69	50.0%	127	60.5%	5	45.4%
	1981	540	56.3%	864	69.0%	68	44.4%	117	57.1%	3	27.3%
Secretarial/Clerical	1983	589	98.8%	344	88.6%	381	95.5%	204	96.2%	60	96.8%
	1981	605	99.0%	422	89.6%	397	94.5%	211	97.2%	53	93.0%
Technical/Paraprofessional	1983	33	41.2%	129	75.0%	57	62.0%	34	77.3%	3	21.4%
	1981	36	43.4%	173	80.5%	51	59.3%	41	80.4%	4	50.0%
Skilled Crafts	1983	-	-	-	-	1	1.1%	2	15.4%	5	62.5%
	1981	-	-	-	-	1	1.1%	-	-	-	-
Service/Maintenance	1983	405	45.8%	50	29.1%	73	19.3%	11	19.6%	-	-
	1981	424	46.8%	59	31.4%	71	20.6%	8	14.5%	5	13.5%
TOTAL, All Categories	1983	1805	45.8%	1389	57.9%	976	40.4%	617	50.2%	112	31.2%
	1981	1885	46.5%	1618	59.8%	982	41.2%	611	50.0%	93	27.3%
Change, 1981-1983		- 80	- 4.2%	-229	-14.2%	- 6	- 0.6%	+ 6	+ 1.0%	+ 19	+20.4%
Percent of All Employees	1983	36.8%		28.4%		19.9%		12.6%		2.3%	
	1981	36.4%		31.2%		18.9%		11.8%		1.8%	

*Tables 1A - 8A provide detailed data by institution and gender for fall 1983.

Unlike the changes between 1979 and 1981, women fared more poorly than men between 1981 and 1983. Their rate of employment decline was greater than that of men at the University of Connecticut, the UConn Health Center and the Connecticut State University. The state technical colleges posted a significant gain (+19, +20.4%) but women still represented only 31.2 percent of all employees in these institutions. Women are most highly represented among UConn Health Center employees (57.9% in 1983), although their representation among the faculty of the UConn Health Center is the second lowest (17.1% in 1983).

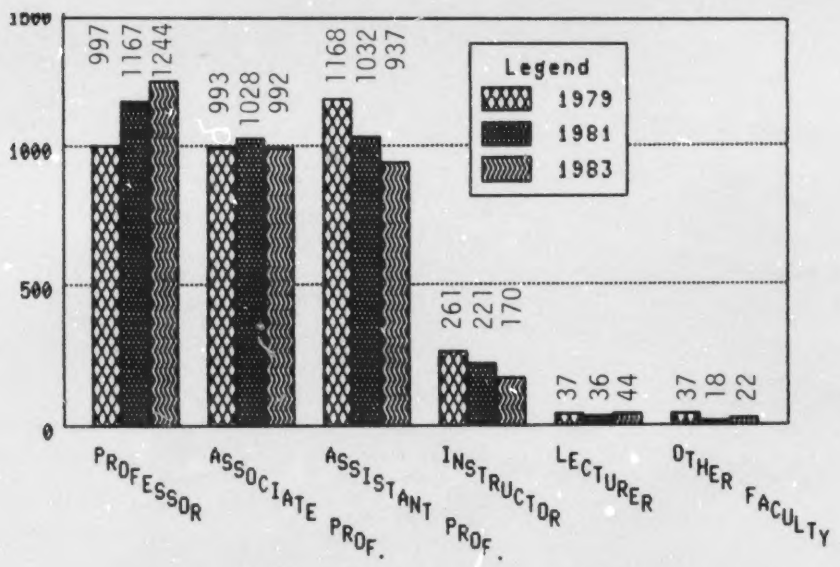
II. FACULTY

Faculty Employment by Rank

There were 3,409 full-time faculty in fall 1983. The number declined by 93 (-2.6%) between 1981 and 1983, after remaining constant between 1979 and 1981. The number of faculty at the rank of professor continues to grow while the number in junior ranks is shrinking. Figure 7 shows employment by rank for 1979, 1981 and 1983. The number of faculty at the rank of professor has increased by 247 (24.8%) over the period, while the number of assistant professors has declined by 231 (-19.8%).

FIGURE 7

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK



Total Full-Time Faculty

1979 = 3,501
1981 = 3,502
1983 = 3,409

In 1979, assistant professors comprised 33.4 percent of all faculty, compared to 28.5 percent at the rank of professor and 28.4 percent at the rank of associate professor. In 1983, professors were the largest group (36.5%) followed by associate professors (29.1%), with assistant professors comprising only 27.5 percent of all faculty.

When faculty employment is examined by constituent unit (Table 5), only the state technical colleges show an overall gain in filled positions from 1979 to 1983 (+35). The largest decline is at the UConn Health Center (-55). Table 5 also shows faculty by rank. The shift to senior ranks is apparent at each constituent unit, although the Connecticut State University lost 17 professors between 1981 and 1983 after gaining 80 between 1979 and 1981. The shift to the rank of professor is most apparent at the regional community colleges, where their number grew by 102 from 1979 to 1983. The University of Connecticut, however, has the largest proportion of its faculty at the rank of professor, 46.5 percent in 1983. In contrast, only 19.3 percent of faculty at the state technical colleges hold this rank.

TABLE 5

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS
OF HIGHER EDUCATION BY CONSTITUENT UNIT AND RANK*

	1979	1981	1983	Headcount Change		
				79-81	81-83	79-83
University of Connecticut						
Professor	506	541	562	+35	+21	+ 56
Associate Professor	371	387	359	+16	-28	- 12
Assistant Professor	260	242	221	-18	-21	- 39
Instructor	50	49	27	- 1	-22	- 23
Lecturer	30	33	39	+ 3	+ 6	+ 9
Other Faculty	31	-	-	-31	-	- 31
Total	1248	1252	1208	+ 4	-44	- 40
UConn Health Center						
Professor	94	110	107	+16	- 3	+ 13
Associate Professor	61	60	59	- 1	- 1	- 2
Assistant Professor	190	193	141	+ 3	-52	- 49
Instructor	44	31	26	-13	- 5	- 18
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	1	-	+ 1	+ 1
Total	389	394	334	+ 5	-60	- 55
Connecticut State University						
Professor	310	390	373	+80	-17	+ 63
Associate Professor	347	348	347	+ 1	- 1	0
Assistant Professor	407	362	349	-45	-13	- 58
Instructor	81	64	46	-17	-18	- 35
Lecturer	1	-	-	- 1	-	- 1
Other Faculty	1	5	17	+ 4	+12	+ 16
Total	1147	1169	1132	+22	-37	- 15
Regional Community Colleges						
Professor	59	114	161	+55	+47	+102
Associate Professor	172	186	171	+14	-15	- 1
Assistant Professor	228	150	134	-78	-16	- 94
Instructor	62	56	48	- 6	- 8	- 14
Lecturer	6	3	5	- 3	+ 2	- 1
Other Faculty	5	13	4	+ 8	- 9	- 1
Total	532	522	523	-10	+ 1	- 9
State Technical Colleges						
Professor	28	42	41	+14	- 1	+ 13
Associate Professor	42	47	56	+ 5	+ 9	+ 14
Assistant Professor	83	85	92	+ 2	+ 7	+ 9
Instructor	24	21	23	- 3	+ 2	- 1
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	177	195	212	+18	+17	+ 35

*Tables 9A-16A provide detailed data by institution for fall 1983.

Faculty Tenure

A large part of the shift to the rank of professor has occurred within the tenured faculty. This indicates a shift to seniority without a concomitant expansion of the number of faculty with tenure. Table 6 shows the tenure status of faculty from 1979 to 1983.

TABLE 6

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY TENURE STATUS*

	1979		1981		1983	
	Number	Percent	Number	Percent	Number	Percent
Tenure	2419	69.2%	2451	70.0%	2463	72.2%
On-Track[4]	707	20.2%	677	19.3%	636	18.7%
Non-Tenure Track	367	10.5%	374	10.7%	310	9.1%
Total	3493[5]	100%	3502	100%	3409	100%

*Tables 10A-12A and 14A-16A show detailed data by institution for fall 1983.

The total number of tenured faculty increased by 12 persons between 1981 and 1983 and by 32 between 1979 and 1981. The number of faculty with on-track appointments declined by 71 persons from 1979 to 1983, and the number of non-tenure track full-time faculty declined by 57. The proportion of faculty holding tenure has increased from 69.2 percent to 72.2 percent over the period.

Table 7 shows the proportion of faculty with tenure for 1979, 1981 and 1983 by institution.

While the overall rate has increased, rates for some constituent units and institutions have fluctuated over the period. The Connecticut State University and state technical colleges have the highest overall rate (82% each in 1983) while the UConn Health Center has the lowest (22% in 1983). Waterbury State Technical College has the highest institutional rate (95% in 1983), followed by Middlesex Community College (93%). The rate at the latter institution, however, has declined from 96 percent in 1979.

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[4]On-track faculty are non-tenured but in positions which lead to consideration for tenure.

[5]In 1979, the number of faculty members reported in the employment section of the EEO-6 survey (3,501) differed by eight employees from the number reported by rank. The omission of these eight faculty members, 0.2 percent of the total faculty population, from the rank and tenure analysis does not influence significantly the overall accuracy of the data.

TABLE 7

TENURE RATES OF FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION

	Fall 1979	Fall 1981	Fall 1983
	Percent of Full-Time Faculty with Tenure	Percent of Full-Time Faculty with Tenure	Percent of Full-Time Faculty with Tenure
University of Connecticut	70%	72%	74%
UConn Health Center	20%	20%	22%
Connecticut State University			
Central	82%	77%	81%
Eastern	85%	81%	80%
Southern	85%	86%	89%
Western	68%	66%	69%
Subtotal	81%	79%	82%
Regional Community Colleges			
Asnuntuck	36%	39%	44%
Greater Hartford	76%	71%	77%
Housatonic	86%	88%	81%
Manchester	74%	79%	77%
Mattatuck	70%	82%	80%
Middlesex	96%	95%	93%
Mohegan	71%	66%	78%
Northwestern Connecticut	65%	86%	73%
Norwalk	84%	79%	75%
Quinebaug Valley	59%	70%	82%
South Central	83%	79%	74%
Tunxis	44%	63%	58%
Subtotal	74%	78%	77%
State Technical Colleges			
Greater New Haven	8%	54%	35%
Hartford	82%	82%	80%
Norwalk	86%	91%	91%
Thames Valley	74%	84%	87%
Waterbury	90%	92%	95%
Subtotal	78%	84%	82%
TOTAL, ALL PUBLIC INSTITUTIONS	69%	70%	72%

The tenure rates at Connecticut's four-year public institutions are high compared to national averages. In 1980, the national average for public universities was 66 percent, compared to University of Connecticut's rate of 70 percent in 1979, 72 percent in 1981 and 74 percent in 1983.[6] The national average tenure rate for other public four-year institutions was 60 percent in 1980, compared to a rate of 81 percent at the Connecticut State University in 1979, 79 percent in 1981 and 82 percent in 1983. At the two-year public institutions, the average national tenure rate in 1980 was 75 percent, compared to the Connecticut 1981 rate of 78 percent at the regional community colleges and 84 percent at the state technical colleges. In 1983, these rates were 77 and 82 percent, respectively.

[6] Chronicle of Higher Education Fact File, September 30, 1981.

Faculty Employment by Minority Status

While the total number of full-time faculty declined 2.6 percent (-93) from 1981 to 1983, the number of minority faculty remained quite stable (+3 from 1981 to 1983). Minorities comprised 5.8 percent of all full-time faculty in Connecticut public institutions of higher education in 1983, compared to 5.5 percent in 1981 and 5.2 percent in 1979 (Table 8).

Minority representation among assistant professors and lecturers improved from 1979 to 1983, while representation among "other faculty" declined. At other ranks, the proportion of faculty who are of minority status has fluctuated. The number and proportion of minority faculty with tenure declined slightly in 1983 after rising from 1979 to 1981, while the proportion of minorities among on-track faculty continues to increase (7.1% in 1983). In 1983, minorities were most highly represented among non-tenure track faculty (9.7%) and at the rank of lecturer (11.4%).

TABLE 8

MINORITY REPRESENTATION AMONG FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND TENURE STATUS

Rank	Tenured	On-Track	Non-Tenure Track	Total	Percent of All Faculty at Rank
Professor					
1979	44	1	1	46	4.6%
1981	60	3	0	63	5.4%
1983	59	2	2	63	5.1%
Associate Professor					
1979	48	11	4	63	6.3%
1981	44	7	2	53	5.2%
1983	45	6	2	53	5.3%
Assistant Professor					
1979	20	21	13	54	4.6%
1981	19	24	16	59	5.7%
1983	16	32	17	65	6.9%
Instructor					
1979	3	7	3	13	5.0%
1981	1	9	4	14	6.3%
1983	2	3	5	10	5.9%
Lecturer					
1979	-	-	4	4	10.8%
1981	-	-	4	4	11.1%
1983	-	1	4	5	11.4%
Other Faculty					
1979	-	1	2	3	8.1%
1981	-	1	-	1	5.6%
1983	-	1	-	1	4.5%
All Ranks					
1979	115	41	27	183	
Percent	4.8%	5.8%	7.4%	5.2%	
1981	124	44	26	194	
Percent	5.1%	6.5%	3.8%	5.5%	
1983	122	45	30	197	
Percent	5.0%	7.1%	9.7%	5.8%	

Table 9 compares faculty employment by ethnicity for 1979, 1981 and 1983. It can be seen that a large proportion of minority faculty is composed of those of Asian and other backgrounds rather than of Black or Hispanic ethnicity. The number of Black and Hispanic faculty actually dropped slightly from 1979 to 1983.

TABLE 9

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

Rank	White	Black	Hispanic	Asian and All Other Backgrounds
Professor				
1979	951	6	9	31
1981	1104	11	14	38
1983	1181	13	12	38
Associate Professor				
1979	930	27	10	26
1981	975	22	9	22
1983	939	13	11	23
Assistant Professor				
1979	1114	17	14	23
1981	973	16	16	27
1983	872	18	12	35
Instructor				
1979	248	8	4	1
1981	207	4	5	5
1983	160	3	2	5
Lecturer				
1979	33	-	1	3
1981	32	-	1	3
1983	39	1	-	4
Other Faculty				
1979	34	-	1	2
1981	17	-	-	1
1983	21	-	-	1
All Ranks				
1979	3310	58	39	86
Percent	94.8%	1.7%	1.1%	2.5%
1981	3308	53	45	96
Percent	94.5%	1.5%	1.3%	2.7%
1983	3212	54	37	106
Percent	94.2%	1.6%	1.1%	3.1%

Table 10 provides a breakdown of full-time faculty for each constituent unit by minority status, rank and tenure status for 1979, 1981 and 1983. The University of Connecticut continues to have the greatest number and proportion of minority faculty (6.9%) in 1983. The state technical colleges continue to have the lowest proportion of minority faculty (2.8% in 1983). The Connecticut State University has the highest proportion of minorities among tenured faculty (5.7% in 1983) while the state technical colleges continue to have the lowest (3.0%). When on-track faculty are examined, however, the University of Connecticut has the highest proportion of minority faculty (10.9%) while the state technical colleges have no minorities in this category.

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TABLE 10

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT, RANK AND MINORITY STATUS*

	1979		1981		1983	
	White	Minority	White	Minority	White	Minority
University of Connecticut						
Professor	485	21	513	28	534	28
Associate Professor	341	30	362	25	336	23
Assistant Professor	247	13	220	22	196	25
Instructor	48	2	48	1	24	3
Lecturer	26	4	29	4	35	4
Other Faculty	29	-	-	-	-	-
Total	1176	72	1172	80	1125	83
	(94.2%)	(5.8%)	(93.6%)	(6.4%)	(93.1%)	(6.9%)
Tenured	831	42	852	49	852	45
	(95.2%)	(4.8%)	(94.6%)	(5.4%)	(95.0%)	(5.0%)
On-Track	216	7	188	19	164	20
	(96.9%)	(3.1%)	(90.8%)	(9.2%)	(89.1%)	(10.9%)
Non-Tenure Track			132	12	109	18
			(91.7%)	(8.3%)	(85.8%)	(14.2%)
UConn Health Center						
Professor	93	1	110	-	105	2
Associate Professor	55	6	56	4	56	3
Assistant Professor	178	12	181	12	128	13
Instructor	42	2	27	4	23	3
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	1	-
Total	368	21	374	20	313	21
	(94.6%)	(5.4%)	(94.9%)	(5.1%)	(93.7%)	(6.3%)
Tenured	78	3	76	2	69	3
	(96.3%)	(3.7%)	(97.4%)	(2.6%)	(95.8%)	(4.2%)
On-Track	89	4	91	4	87	7
	(95.7%)	(4.3%)	(95.8%)	(4.2%)	(92.6%)	(7.4%)
Non-Tenure Track			207	14	157	11
			(93.7%)	(6.3%)	(93.5%)	(6.5%)
Connecticut State University						
Professor	290	20	336	24	350	23
Associate Professor	328	19	329	19	327	20
Assistant Professor	387	20	345	17	333	16
Instructor	76	5	60	4	44	2
Lecturer	1	-	-	-	-	-
Other Faculty	1	-	5	-	16	1
Total	1083	64	1075	64	1070	62
	(94.4%)	(5.6%)	(94.4%)	(5.6%)	(94.5%)	(5.5%)
Tenured	880	52	851	51	870	53
	(94.4%)	(5.6%)	(94.3%)	(5.7%)	(94.3%)	(5.7%)
On-Track	198	12	224	13	195	9
	(94.3%)	(5.7%)	(94.5%)	(5.5%)	(95.6%)	(4.4%)
Non-Tenure Track					5	-
					(100%)	-
Regional Community Colleges						
Professor	56	3	105	9	152	9
Associate Professor	165	7	182	4	165	6
Assistant Professor	219	9	144	6	127	7
Instructor	60	2	52	4	46	2
Lecturer	6	-	3	-	4	1
Other Faculty	4	1	12	1	4	-
Total	510	22	498	24	498	25
	(95.9%)	(4.1%)	(95.4%)	(4.6%)	(95.2%)	(4.8%)
Tenured	379	16	390	17	386	16
	(95.9%)	(4.1%)	(95.8%)	(4.2%)	(96.0%)	(4.0%)
On-Track	126	6	99	7	106	9
	(95.5%)	(4.5%)	(93.4%)	(6.6%)	(92.2%)	(7.8%)
Non-Tenure Track			9	0	6	0
			(100%)	-	(100%)	-
State Technical Colleges						
Professor	27	1	40	2	40	1
Associate Professor	41	1	46	1	55	1
Assistant Professor	83	-	83	2	88	4
Instructor	22	2	20	1	23	-
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	173	4	189	6	206	6
	(97.7%)	(2.3%)	(96.9%)	(3.1%)	(97.2%)	(2.8%)
Tenured	136	2	158	5	164	5
	(98.6%)	(1.4%)	(97.5%)	(2.4%)	(97.0%)	(3.0%)
On-Track	37	2	31	1	39	-
	(94.4%)	(5.1%)	(96.4%)	(3.1%)	(100%)	-
Non-Tenure Track					3	1
					(75.0%)	(25.0%)

*Tables 9A - 12A provide detailed data by institution and ethnic category for fall 1983.

Faculty Employment by Gender

Women represented 25.6 percent of all full-time faculty in fall 1983, the same as two years earlier. Table II compares the representation of women by rank and tenure status for 1979, 1981 and 1983.

TABLE II

FEMALE REPRESENATION AMONG FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND TENURE STATUS

Rank	Tenured	On-Track	Non-Tenure Track	Total	Percent of All Faculty at Rank
Professor					
1979	106	4	1	111	11.1%
1981	139	11	1	151	12.9%
1983	158	7	3	168	13.5%
Associate Professor					
1979	181	16	9	206	20.7%
1981	201	29	11	241	23.4%
1983	224	22	10	256	25.8%
Assistant Professor					
1979	201	132	46	379	32.4%
1981	171	125	58	354	34.3%
1983	148	128	38	314	33.5%
Instructor					
1979	17	85	26	128	49.0%
1981	9	84	28	121	54.8%
1983	10	64	23	97	57.0%
Lecturer					
1979	-	-	14	14	37.8%
1981	-	2	17	19	52.8%
1983	-	1	21	22	50.0%
Other Faculty					
1979	2	1	11	14	37.8%
1981	3	1	5	9	50.0%
1983	9	6	2	17	77.3%
All Ranks					
1979	507	238	107	852	
Percent	21.0%	33.7%	29.2%	24.4%	
1981	523	252	120	895	
Percent	21.3%	37.2%	32.1%	25.6%	
1983	549	228	97	874	
Percent	22.3%	35.8%	31.3%	25.6%	

Between 1979 and 1983, women increased their representation at the senior ranks of professor (11.1% compared to 13.5%) and associate professor (20.7% compared to 25.8%). Women comprise an increasing majority of those at the more junior ranks of instructor, lecturer and other faculty. Women now constitute 22.3 percent of all tenured faculty and 35.8 percent of on-track faculty. In 1983, 62.8 percent of women faculty held tenure, compared to a rate of 75.5 percent for men. In 1979, the rates were 59.5 percent and 72.2 percent respectively.

Table 12 breaks down faculty employment by gender and constituent unit for 1979, 1981 and 1983. Women as a proportion of all faculty at each constituent unit changed very little from 1979 to 1983. The regional community colleges continue to employ the largest proportion of female faculty (37.7% of their faculty in 1983), the state technical colleges employ the smallest (14.6% of their faculty in 1983), but this proportion is up from 11.3 percent two years earlier. The proportion of women among tenured faculty is also highest at the regional community colleges (31.6%) while it is lowest at UConn Health Center where only two of 72 tenured faculty are women (2.8%). Over half (57.4%) of on-track faculty at the regional community colleges are women, compared to a low of 11.7 percent (11 out of 94), again at the UConn Health Center. At all constituent units except the UConn Health Center, the proportion of women in on-track positions exceeds their overall representation among faculty in the unit.

Part-Time Faculty

The EEO-6 survey asked institutions to report the number of part-time faculty employed (Table 13). These counts do not reflect the proportion of instruction undertaken by part-time instructors, yet they do indicate the variance in the use of part-time instructors among types of institutions.

TABLE 13

PART-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT*

	Fall 1979		Fall 1981		Fall 1983	
	Number	Percent of All Faculty	Number	Percent of All Faculty	Number	Percent of All Faculty
University of Connecticut	34	2%	34	3%	41	3%
UConn Health Center	0	0%	78	16%	93	22%
Connecticut State University	862	43%	899	44%	798	41%
Regional Community Colleges	744	58%	899	63%	1001	66%
State Technical Colleges	242	58%	187	49%	228	52%
Total	1882	31%	2097	34%	2161	39%

*Table 17A provides a breakdown by institution for fall 1983.

The regional community colleges rely most heavily on part-time faculty, followed by the state technical colleges and the Connecticut State University. The UConn Health Center is increasing its use of part-time faculty, in contrast to its smaller number of full-time faculty (Table 5). The University of Connecticut has the fewest part-time faculty but makes extensive use of graduate assistants (who are not included in this analysis) in its instructional programs.

This report was prepared by Jennifer B. Presley and Persis C. Rickes, Division of Research and Information Services, Connecticut Department of Higher Education.

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TABLE 12

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT, RANK AND GENDER*

	1979		1981		1983	
	Men	Women	Men	Women	Men	Women
University of Connecticut						
Professor	469	37	498	43	510	52
Associate Professor	307	64	311	76	284	75
Assistant Professor	177	83	146	96	144	77
Instructor	22	28	26	23	14	13
Lecturer	19	11	17	16	19	20
Other Faculty	19	12	-	-	-	-
Total	1013	235	998	254	971	237
	(81.2%)	(18.8%)	(79.7%)	(20.3%)	(80.4%)	(19.6%)
Tenured	751	122	776	125	763	134
	(86.0%)	(14.0%)	(86.2%)	(13.8%)	(85.1%)	(14.9%)
On-Track	174	59	140	67	126	58
	(74.7%)	(25.3%)	(67.6%)	(32.4%)	(68.5%)	(31.5%)
Non-Tenure Track	88	54	82	62	82	45
	(62.0%)	(38.0%)	(57.0%)	(43.0%)	(64.6%)	(35.4%)
UConn Health Center						
Professor	91	3	107	3	103	4
Associate Professor	59	2	55	5	53	6
Assistant Professor	153	37	151	42	110	31
Instructor	29	15	15	16	10	16
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	1	-
Total	332	57	328	86	277	57
	(81.2%)	(18.8%)	(83.2%)	(16.8%)	(82.9%)	(17.1%)
Tenured	79	2	76	2	70	2
	(97.5%)	(2.5%)	(97.4%)	(2.6%)	(97.2%)	(2.8%)
On-Track	84	9	83	12	83	11
	(91.3%)	(9.7%)	(87.4%)	(12.6%)	(88.3%)	(11.7%)
Non-Tenure Track	169	46	169	52	124	44
	(78.6%)	(21.4%)	(76.5%)	(23.5%)	(73.8%)	(26.2%)
Connecticut State University						
Professor	251	59	270	81	305	68
Associate Professor	257	90	242	96	239	108
Assistant Professor	253	154	224	138	210	133
Instructor	38	43	21	43	14	28
Lecturer	1	-	-	-	-	-
Other Faculty	1	-	3	2	2	15
Total	801	346	779	360	780	352
	(69.8%)	(30.2%)	(68.4%)	(31.6%)	(68.9%)	(31.1%)
Tenured	665	267	641	261	653	270
	(71.4%)	(28.6%)	(71.1%)	(28.9%)	(70.7%)	(29.3%)
On-Track	135	75	138	99	125	79
	(64.3%)	(35.7%)	(58.2%)	(41.8%)	(61.3%)	(38.7%)
Non-Tenure Track	1	4	-	-	2	3
	(20.0%)	(80.0%)	-	-	(40.0%)	(60.0%)
Regional Community Colleges						
Professor	48	11	91	23	118	43
Associate Professor	123	49	124	62	107	64
Assistant Professor	130	98	85	65	79	55
Instructor	31	31	23	33	17	31
Lecturer	3	3	-	3	3	2
Other Faculty	3	2	6	7	2	2
Total	338	194	329	193	326	197
	(63.5%)	(36.5%)	(63.0%)	(37.0%)	(62.3%)	(37.7%)
Tenured	285	110	286	121	275	127
	(72.2%)	(27.8%)	(70.3%)	(29.7%)	(68.4%)	(31.6%)
On-Track	51	81	40	66	49	66
	(38.6%)	(61.4%)	(37.7%)	(62.3%)	(42.6%)	(57.4%)
Non-Tenure Track	2	3	3	6	2	4
	(40.0%)	(60.0%)	(33.4%)	(66.6%)	(33.3%)	(66.7%)
State Technical Colleges						
Professor	27	1	41	1	40	1
Associate Professor	41	1	45	2	53	3
Assistant Professor	76	7	72	13	74	18
Instructor	13	11	15	6	14	9
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	157	20	173	22	181	31
	(88.7%)	(11.3%)	(88.7%)	(11.3%)	(85.4%)	(14.6%)
Tenured	132	6	149	14	153	16
	(95.7%)	(4.3%)	(91.4%)	(8.6%)	(90.5%)	(9.5%)
On-Track	25	14	24	8	25	14
	(64.1%)	(35.9%)	(75.0%)	(25.0%)	(64.1%)	(35.9%)
Non-Tenure Track	-	-	-	-	3	1
	-	-	-	-	(75.0%)	(25.0%)

*Tables 13A - 16A provide detailed data by institution for fall 1983.

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DEFINITIONS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
OCCUPATIONAL ACTIVITY CATEGORIES

Executive, Administrative, and Managerial (Ex.Adm.Mg)

Includes all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof.

Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Reported in this category are all officers holding such titles as President, Vice President, Dean, Director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Executive Officer of academic departments (chairmen, heads, or the equivalent) if their principal activity is administrative.

NOTE: Supervisory personnel of the technical, clerical, craft, and service/maintenance force are reported within the specific categories of the personnel they supervise.

Faculty

Includes all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. Reported in this category are Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

Professional Non-Faculty (Profsnl)

Included in this category are persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who are not reported under Activity 1 (Executive) or Activity 2 (Faculty), and are not classified under any of the four "non-professional" categories of activities.

Clerical and Secretarial (Sec.Clercl)

Includes all persons whose assignments typically are associated with clerical activites or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk typists, office machine operators, statistical clerks, payroll clerks, etc. Included also are sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.

Technical and Paraprofessional (Technical)

Includes all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as if offered in many two-year technical institutes, junior colleges or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occuptional-activity categories but which are institutionally defined as technical assignments.

Included also are persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

Skilled Crafts (Sk.Crafts)

Includes all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Included are mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, composers and typesetters.

Service/Maintenance (Serv.Maint)

Includes persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Included are chauffeurs, laundry and dry cleaning operators, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and security personnel.

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TABLE 1A

FULL-TIME EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	3940	2135	1996	64	25	50	1805	1708	50	22	25	6.0%	45.8%
UConn Health Center	2399	1010	865	86	12	47	1389	1229	132	13	15	12.7%	57.9%
Connecticut State University													
Central	872	554	519	11	14	10	318	301	7	5	5	6.0%	36.5%
Eastern	330	191	174	5	9	3	139	131	3	2	3	7.6%	39.7%
Southern	799	460	401	40	8	11	339	311	21	4	3	10.9%	42.4%
Western	414	234	215	9	5	5	180	164	9	3	4	8.4%	43.5%
Subtotal	2415	1439	1309	65	36	29	976	907	40	14	15	8.2%	40.4%
Regional Community Colleges													
Asnuntuck	48	26	26	-	-	-	22	21	-	1	-	2.1%	45.8%
Greater Hartford	110	60	52	6	1	1	50	47	3	-	-	10.0%	45.4%
Housatonic	119	71	62	5	4	-	48	38	8	2	-	16.0%	40.3%
Manchester	203	102	94	5	1	2	101	98	3	-	-	5.4%	49.8%
Mattatuck	148	73	72	1	-	-	75	72	2	-	1	2.7%	50.7%
Middlesex	90	45	43	-	-	2	45	44	1	-	-	3.3%	50.0%
Mohegan	77	36	34	-	1	1	41	35	5	-	1	10.4%	53.2%
Northwestern Connecticut	91	46	44	2	-	-	45	45	-	-	-	2.2%	49.4%
Norwalk	115	53	46	6	-	1	62	52	6	4	-	14.8%	53.9%
Quinebaug Valley	37	15	15	-	-	-	22	21	-	-	1	2.7%	59.4%
South Central	106	47	34	10	1	2	59	43	14	2	-	27.4%	55.7%
Tunxis	84	37	35	1	1	-	47	47	-	-	-	2.4%	56.0%
Subtotal	1228	611	557	36	9	9	617	563	42	9	3	8.8%	50.2%
State Technical Colleges													
Greater New Haven	58	36	34	-	2	-	22	21	1	-	-	5.2%	37.9%
Hartford	76	55	54	-	-	1	21	19	2	-	-	3.9%	27.6%
Norwalk	84	58	54	2	2	-	26	24	2	-	-	9.5%	31.0%
Thames Valley	70	46	46	-	-	-	24	22	1	1	-	2.8%	52.2%
Waterbury	71	52	51	1	-	-	19	18	1	-	-	2.8%	26.8%
Subtotal	359	247	239	3	4	1	112	104	7	1	-	5.0%	41.2%
TOTAL	10341	5442	4966	254	86	136	4899	4511	271	59	58	8.4%	47.4%

Black percent of total = 5.1%
Hispanic percent of total = 1.9%
Other percent of total = 1.9%

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TABLE 2A

FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	107	85	81	4	-	-	22	17	4	-	1	8.4%	20.6%
UConn Health Center	101	70	66	4	-	-	31	25	6	-	-	9.9%	30.7%
Connecticut State University													
Central	79	61	55	3	3	-	18	18	-	-	-	6.0%	9.8%
Eastern	26	19	18	1	-	-	7	7	-	-	-	3.8%	26.9%
Southern	34	30	28	1	-	1	4	4	-	-	-	5.9%	11.8%
Western	45	31	29	1	-	1	14	14	-	-	-	4.4%	31.1%
Subtotal	184	141	130	6	3	2	43	43	-	-	-	6.0%	23.4%
Regional Community Colleges													
Asnuntuck	11	11	11	-	-	-	-	-	-	-	-	-	-
Greater Hartford	12	11	10	1	-	-	1	1	-	-	-	8.3%	8.3%
Housatonic	17	14	13	1	-	-	3	2	-	1	-	11.8%	17.6%
Manchester	27	21	20	1	-	-	6	6	-	-	-	3.7%	22.2%
Mattatuck	20	14	14	-	-	-	6	5	-	-	1	5.0%	30.0%
Middlesex	11	8	8	-	-	-	3	3	-	-	-	-	27.3%
Mohegan	11	6	5	-	1	-	5	3	1	-	1	27.2%	27.2%
Northwestern Connecticut	14	9	9	-	-	-	5	5	-	-	-	-	35.7%
Norwalk	9	7	6	1	-	-	2	2	-	-	-	11.1%	22.2%
Quinebaug Valley	6	5	5	-	-	-	1	1	-	-	-	-	16.7%
South Central	19	12	8	4	-	-	7	6	1	-	-	26.3%	36.8%
Tunxis	13	10	9	-	1	-	3	3	-	-	-	7.7%	23.1%
Subtotal	170	128	118	8	2	-	42	37	2	1	2	8.8%	24.7%
State Technical Colleges													
Greater New Haven	11	8	7	-	1	-	3	3	-	-	-	9.1%	27.3%
Hartford	7	5	5	-	-	-	2	2	-	-	-	-	28.6%
Norwalk	8	6	6	-	-	-	2	2	-	-	-	-	25.0%
Thames Valley	8	7	7	-	-	-	1	1	-	-	-	-	12.5%
Waterbury	9	9	9	-	-	-	-	-	-	-	-	-	-
Subtotal	43	35	34	-	1	-	8	8	-	-	-	2.3%	18.6%
TOTAL	605	459	429	22	6	2	146	130	12	1	3	7.1%	18.0%

Black percent of total = 4.2%
Hispanic percent of total = 0.9%
Other percent of total = 0.6%

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TABLE 3A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	1208	971	906	16	11	38	237	219	8	5	5	6.9%	19.6%
UConn Health Center	334	277	257	3	-	17	57	56	-	-	1	6.3%	17.1%
Connecticut State University													
Central	409	302	288	1	4	9	107	99	3	-	5	5.4%	26.2%
Eastern	127	97	92	1	1	3	30	27	-	1	2	6.3%	26.2%
Southern	406	262	246	3	4	9	144	138	2	3	1	5.4%	35.5%
Western	190	119	114	1	-	4	71	66	1	1	3	5.3%	37.4%
Subtotal	1132	780	740	6	9	25	352	330	6	5	11	5.5%	31.1%
Regional Community Colleges													
Asnuntuck	18	12	12	-	-	-	6	5	-	1	-	5.6%	33.3%
Greater Hartford	43	25	24	-	-	1	18	18	-	-	-	2.3%	41.9%
Housatonic	53	41	39	2	-	-	12	12	-	-	-	3.8%	22.6%
Manchester	93	62	60	-	-	2	31	30	1	-	-	3.2%	33.3%
Mattatuck	66	40	40	-	-	-	26	25	1	-	-	1.5%	39.4%
Middlesex	44	30	28	-	-	2	14	14	-	-	-	4.5%	31.8%
Mohegan	36	23	22	-	-	1	13	13	-	-	-	2.8%	36.1%
Northwestern Connecticut	30	21	21	-	-	-	9	9	-	-	-	-	30.0%
Norwalk	57	25	22	2	-	1	32	30	-	2	-	8.8%	56.1%
Quinebaug Valley	11	6	6	-	-	-	5	5	-	-	-	-	45.4%
South Central	34	22	18	2	1	1	12	8	4	-	-	23.5%	35.3%
Tunxis	38	19	18	1	-	-	19	19	-	-	-	2.6%	50.0%
Subtotal	523	326	310	7	1	8	197	188	6	3	-	4.8%	37.7%
State Technical Colleges													
Greater New Haven	34	24	23	-	1	-	10	9	1	-	-	5.9%	29.4%
Hartford	51	44	43	-	-	1	7	7	-	-	-	2.0%	13.7%
Norwalk	46	39	36	1	2	-	7	7	-	-	-	6.5%	15.2%
Thames Valley	39	34	34	-	-	-	5	5	-	-	-	-	12.8%
Waterbury	42	40	40	-	-	-	2	2	-	-	-	-	4.8%
Subtotal	212	181	176	1	3	1	31	30	1	-	-	2.8%	14.6%
TOTAL	3409	2535	2389	33	24	89	874	823	21	13	17	5.8%	25.6%

Black percent of total = 1.6%
Hispanic percent of total = 1.1%
Other percent of total = 3.1%

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TABLE 4A

FULL-TIME PROFESSIONAL NON-FACULTY EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	953	434	395	22	7	10	519	485	19	5	10	7.7%	54.4%
UConn Health Center	1163	385	344	10	2	29	778	742	22	1	13	6.6%	66.9%
Connecticut State University													
Central	23	12	12	-	-	-	11	11	-	-	-	-	47.8%
Eastern	30	13	11	2	-	-	17	15	1	1	-	13.3%	56.7%
Southern	64	37	34	1	1	1	27	24	2	-	1	9.3%	42.2%
Western	21	7	7	-	-	-	14	13	1	-	-	4.8%	-
Subtotal	138	69	64	3	1	1	69	63	4	1	1	8.0%	50.0%
Regional Community Colleges													
Asnuntuck	12	2	2	-	-	-	10	10	-	-	-	-	83.3%
Greater Hartford	29	15	11	3	1	-	14	13	1	-	-	17.2%	48.2%
Housatonic	12	4	3	-	1	-	8	5	3	-	-	33.3%	66.7%
Manchester	22	6	3	3	-	-	16	15	1	-	-	18.2%	72.7%
Mattatuck	29	16	15	1	-	-	13	12	1	-	-	6.9%	44.8%
Middlesex	11	3	3	-	-	-	8	7	1	-	-	9.1%	72.7%
Mohegan	4	2	2	-	-	-	2	1	1	-	-	25.0%	50.0%
Northwestern Connecticut	22	8	7	1	-	-	14	14	-	-	-	4.5%	63.6%
Norwalk	20	11	9	2	-	-	9	5	2	2	-	30.0%	45.0%
Quinebaug Valley	7	2	2	-	-	-	5	4	-	-	1	14.3%	71.4%
South Central	27	8	6	2	-	-	19	11	6	2	-	37.0%	70.4%
Tunxis	15	6	6	-	-	-	9	9	-	-	-	-	60.0%
Subtotal	210	83	69	12	2	-	127	106	16	4	1	16.7%	60.5%
State Technical Colleges													
Greater New Haven	2	2	2	-	-	-	-	-	-	-	-	-	-
Hartford	2	2	2	-	-	-	-	-	-	-	-	-	-
Norwalk	2	1	1	-	-	-	1	1	-	-	-	-	50.0%
Thames Valley	-	-	-	-	-	-	-	-	-	-	-	-	-
Waterbury	5	1	-	1	-	-	4	4	-	-	-	20.0%	80.0%
Subtotal	11	6	5	1	-	-	5	5	-	-	-	9.1%	45.4%
TOTAL	2475	977	877	48	12	40	1498	1401	61	11	25	5.8%	44.5%

Black percent of total = 3.2%
Hispanic percent of total = 0.7%
Other percent of total = 1.9%

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TABLE 5A

FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	596	7	7	-	-	-	589	569	10	7	3	3.4%	98.8%
UConn Health Center	388	44	38	5	1	-	344	298	38	7	1	13.1%	88.6%
Connecticut State University													
Central	136	7	6	1	-	-	129	125	1	3	-	3.7%	94.8%
Eastern	68	1	1	-	-	-	67	67	-	-	-	-	98.5%
Southern	130	7	5	2	-	-	123	112	10	-	1	10.0%	94.6%
Western	65	3	3	-	-	-	62	57	4	1	-	7.7%	95.4%
Subtotal	399	18	15	3	-	-	381	361	15	4	1	5.8%	95.5%
Regional Community Colleges													
Asnuntuck	6	-	-	-	-	-	6	6	-	-	-	-	100.0%
Greater Hartford	13	1	-	1	-	-	12	12	-	-	-	7.7%	92.3%
Housatonic	18	-	-	-	-	-	18	13	4	1	-	27.8%	100.0%
Manchester	41	1	1	-	-	-	40	39	1	-	-	2.4%	97.6%
Mattatuck	27	1	1	-	-	-	26	26	-	-	-	-	96.3%
Middlesex	16	-	-	-	-	-	16	16	-	-	-	-	100.0%
Mohegan	11	-	-	-	-	-	11	10	1	-	-	9.1%	100.0%
Northwestern Connecticut	16	1	1	-	-	-	15	15	-	-	-	-	93.8%
Norwalk	20	3	3	-	-	-	17	14	3	-	-	15.0%	85.0%
Quinebaug Valley	9	-	-	-	-	-	9	9	-	-	-	-	100.0%
South Central	22	1	1	-	-	-	21	18	3	-	-	13.6%	95.4%
Tunxis	13	-	-	-	-	-	13	13	-	-	-	-	100.0%
Subtotal	212	8	7	1	-	-	204	191	12	1	-	6.6%	96.2%
State Technical Colleges													
Greater New Haven	9	-	-	-	-	-	9	9	-	-	-	-	100.0%
Hartford	13	1	1	-	-	-	12	10	2	-	-	15.4%	92.3%
Norwalk	13	-	-	-	-	-	13	10	3	-	-	23.1%	100.0%
Thames Valley	13	-	-	-	-	-	13	12	-	1	-	7.7%	100.0%
Waterbury	14	1	1	-	-	-	13	12	1	-	-	7.1%	92.8%
Subtotal	62	2	2	-	-	-	60	53	6	1	-	11.3%	96.8%
TOTAL	1657	79	69	9	1	-	1578	1472	81	20	5	6.4%	95.2%

Black percent of total = 5.4%
Hispanic percent of total = 1.3%
Other percent of total = 0.3%

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TABLE 6A

FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	80	47	45	2	-	-	33	23	7	3	-	15.0%	41.2%
UConn Health Center	172	43	25	16	1	1	129	90	38	1	-	33.1%	75.0%
Connecticut State University													
Central	48	19	19	-	-	-	29	28	1	-	-	2.1%	60.4%
Eastern	12	8	8	-	-	-	4	4	-	-	-	-	33.3%
Southern	27	8	8	-	-	-	19	16	2	1	-	11.1%	70.4%
Western	5	-	-	-	-	-	5	4	-	-	1	20.0%	80.0%
Subtotal	92	35	35	-	-	-	57	52	3	1	1	5.4%	62.0%
Regional Community Colleges													
Asnuntuck	-	-	-	-	-	-	-	-	-	-	-	-	-
Greater Hartford	2	-	-	-	-	-	2	1	1	-	-	50.0%	100.0%
Housatonic	8	2	2	-	-	-	6	5	1	-	-	12.5%	75.0%
Manchester	5	1	1	-	-	-	4	4	-	-	-	-	80.0%
Mattatuck	4	-	-	-	-	-	4	4	-	-	-	-	100.0%
Middlesex	5	1	1	-	-	-	4	4	-	-	-	-	80.0%
Mohegan	10	1	1	-	-	-	9	7	2	-	-	20.0%	90.0%
Northwestern Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	6	5	5	-	-	-	1	-	1	-	-	16.7%	16.7%
Quinebaug Valley	1	-	-	-	-	-	1	1	-	-	-	-	100.0%
South Central	-	-	-	-	-	-	-	-	-	-	-	-	-
Tunxis	3	-	-	-	-	-	3	3	-	-	-	-	100.0%
Subtotal	44	10	10	-	-	-	34	29	5	-	-	11.4%	77.3%
State Technical Colleges													
Greater New Haven	1	1	1	-	-	-	-	-	-	-	-	-	-
Hartford	3	3	3	-	-	-	-	-	-	-	-	-	-
Norwalk	7	4	4	-	-	-	3	2	1	-	-	14.3%	42.8%
Thames Valley	2	2	2	-	-	-	-	-	-	-	-	-	-
Waterbury	1	1	1	-	-	-	-	-	-	-	-	-	-
Subtotal	14	11	11	-	-	-	3	2	1	-	-	7.1%	21.4%
TOTAL	402	146	126	18	1	1	256	196	54	5	1	19.9%	63.7%

Black percent of total = 17.9%
Hispanic percent of total = 1.5%
Other percent of total = 0.5%

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TABLE 7A

FULL-TIME SKILLED CRAFTS EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	111	111	110	1	-	-	-	-	-	-	-	0.9%	-
UConn Health Center	69	69	67	2	-	-	-	-	-	-	-	2.9%	-
Connecticut State University													
Central	26	26	26	-	-	-	-	-	-	-	-	-	-
Eastern	24	24	23	-	1	-	-	-	-	-	-	4.2%	-
Southern	31	30	29	1	-	-	1	1	-	-	-	3.2%	3.2%
Western	11	11	8	-	3	-	-	-	-	-	-	27.3%	-
Subtotal	92	91	86	1	4	-	1	1	-	-	-	5.4%	1.1%
Regional Community Colleges													
Asnuntuck	-	-	-	-	-	-	-	-	-	-	-	-	-
Greater Hartford	5	5	5	-	-	-	-	-	-	-	-	-	-
Housatonic	1	-	-	-	-	-	1	1	-	-	-	-	100.0%
Manchester	1	1	1	-	-	-	-	-	-	-	-	-	-
Mattatuck	-	-	-	-	-	-	-	-	-	-	-	-	-
Middlesex	-	-	-	-	-	-	-	-	-	-	-	-	-
Mohegan	1	1	1	-	-	-	-	-	-	-	-	-	-
Northwestern Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	3	2	1	1	-	-	1	1	-	-	-	-	33.3%
Quinebaug Valley	2	2	2	-	-	-	-	-	-	-	-	-	-
South Central	-	-	-	-	-	-	-	-	-	-	-	-	-
Tunxis	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	13	11	10	1	-	-	2	2	-	-	-	7.7%	15.4%
State Technical Colleges													
Greater New Haven	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-
Thames Valley	8	3	3	-	-	-	5	4	1	-	-	12.5%	62.5%
Waterbury	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	8	3	3	-	-	-	5	4	1	-	-	12.5%	62.5%
TOTAL	293	285	276	5	4	-	8	7	1	-	-	3.4%	2.7%

Black percent of total = 2.0%
Hispanic percent of total = 1.4%
Other percent of total = -

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TABLE 8A

FULL-TIME SERVICE/MAINTENANCE EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	885	480	452	19	7	2	405	395	2	2	6	4.3%	45.8%
UConn Health Center	172	122	68	46	8	-	50	18	28	4	-	50.0%	29.1%
Connecticut State University													
Central	151	127	113	6	7	1	24	20	2	2	-	11.9%	15.9%
Eastern	43	29	21	1	7	-	14	11	2	-	1	25.6%	32.6%
Southern	107	86	51	32	3	-	21	16	5	-	-	37.4%	19.6%
Western	77	63	54	7	2	-	14	10	3	1	-	16.9%	18.2%
Subtotal	378	305	239	46	19	1	73	57	12	3	1	21.7%	19.3%
Regional Community Colleges													
Asnuntuck	1	1	1	-	-	-	-	-	-	-	-	-	-
Greater Hartford	6	3	2	1	-	-	3	2	1	-	-	16.7%	50.0%
Housatonic	10	10	5	2	3	-	-	-	-	-	-	50.0%	-
Manchester	14	10	8	1	1	-	4	4	-	-	-	14.3%	28.6%
Mattatuck	2	2	2	-	-	-	-	-	-	-	-	-	-
Middlesex	3	3	3	-	-	-	-	-	-	-	-	-	-
Mohegan	4	3	3	-	-	-	1	1	-	-	-	-	25.0%
Northwestern Connecticut	9	7	6	1	-	-	2	2	-	-	-	11.1%	22.2%
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-
Quinebaug Valley	1	-	-	-	-	-	1	1	-	-	-	-	100.0%
South Central	4	4	1	2	-	1	-	-	-	-	-	75.0%	-
Tunxis	2	2	2	-	-	-	-	-	-	-	-	-	-
Subtotal	56	45	33	7	4	1	11	10	1	-	-	23.2%	19.6%
State Technical Colleges													
Greater New Haven	1	1	1	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	8	8	7	1	-	-	-	-	-	-	-	12.5%	-
Thames Valley	-	-	-	-	-	-	-	-	-	-	-	-	-
Waterbury	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	9	9	8	1	-	-	-	-	-	-	-	11.1%	55.6%
TOTAL	1500	961	800	119	38	4	539	480	43	9	7	15.7%	35.9%

Black percent of total = 10.8%
Hispanic percent of total = 3.1%
Other percent of total = 0.7%

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TABLE 9A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

	University of Connecticut	UConn Health Center	Central	Eastern	Southern	Western	Total, Connecticut State University	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Conn.	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	534	105	107	43	139	61	350	3	16	17	33	20	12	13	8	15	4	4	7	152	-	12	8	10	10	40	1181
Black	8	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	3	-	4	-	-	-	-	-	-	13
Hispanic	4	-	1	-	4	-	5	-	-	-	-	-	-	-	-	1	-	1	-	2	-	-	1	-	-	1	12
All Other	16	2	6	1	5	5	17	-	1	-	1	-	-	-	-	-	-	1	-	3	-	-	-	-	-	-	38
TOTAL	562	107	114	44	148	67	373	3	17	18	34	20	12	13	8	16	4	9	7	161	-	12	9	10	10	41	1244
Associate Professor																											
White	336	56	113	41	121	52	327	6	8	20	27	22	17	10	12	17	3	11	12	165	4	16	12	12	11	55	939
Black	11	1	-	1	3	1	5	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-	-	-	19
Hispanic	6	-	3	1	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
All Other	6	2	2	3	3	2	10	-	-	-	1	-	2	-	-	1	-	-	-	4	-	1	-	-	-	1	23
TOTAL	359	59	118	46	128	55	347	6	8	20	28	23	19	10	12	18	3	12	12	171	4	17	12	12	11	56	992
Assistant Professor																											
White	196	128	138	35	102	58	333	5	13	11	21	18	11	11	3	12	4	8	10	127	14	18	22	15	19	88	872
Black	4	2	3	-	1	-	4	-	-	1	1	-	-	-	-	1	-	2	1	6	1	-	1	-	-	2	18
Hispanic	6	-	-	1	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	12
All Other	15	11	5	1	2	-	8	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	35
TOTAL	221	141	146	37	107	59	349	5	13	12	22	18	11	12	3	13	4	10	11	134	16	18	24	15	19	92	937
Instructor																											
White	24	23	13	-	22	9	44	3	5	3	6	5	2	1	5	7	-	3	6	46	14	4	1	2	2	23	160
Black	1	-	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Hispanic	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	2
All Other	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
TOTAL	27	26	14	-	23	9	46	4	5	3	6	5	2	1	5	8	-	3	6	48	14	4	1	2	2	23	170
Lecturer																											
White	35	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	2	4	-	-	-	-	-	-	39
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
TOTAL	39	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	2	5	-	-	-	-	-	-	44
Other Faculty																											
White	-	1	16	-	-	-	16	-	-	-	2	-	-	-	2	-	-	-	-	4	-	-	-	-	-	-	21
Black	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	1	17	-	-	-	17	-	-	-	2	-	-	-	2	-	-	-	-	4	-	-	-	-	-	-	22
Total																											
White	1125	313	387	119	384	180	1070	17	42	51	90	65	42	35	30	52	11	26	37	498	32	50	43	39	42	206	3212
Black	24	3	4	1	5	2	12	-	-	2	1	1	-	-	-	2	-	6	1	13	1	-	1	-	-	2	54
Hispanic	16	-	4	2	7	1	14	1	-	-	-	-	-	-	-	2	-	1	-	4	1	-	2	-	-	3	37
All Other	43	18	14	5	10	7	36	-	1	-	2	-	2	1	-	1	-	1	-	8	-	1	-	-	-	1	106
TOTAL	1208	334	409	127	406	190	1132	18	43	53	93	66	44	36	30	57	11	34	38	523	34	51	46	39	42	212	3409

TABLE 10A

FULL-TIME TENURED FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

	University of Connecticut	UConn Health Center	Central	Eastern	Southern	Western	Total, Connecticut State University	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Conn.	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	512	64	107	43	138	60	348	3	16	17	32	19	12	13	8	15	4	4	7	150	-	12	8	10	10	40	1114
Black	7	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	3	-	4	-	-	-	-	-	-	12
Hispanic	4	-	1	-	4	-	5	-	-	-	-	-	-	-	-	1	-	1	-	2	-	-	1	-	-	1	12
All Other	15	1	6	1	5	4	16	-	1	-	1	-	-	-	-	-	-	1	-	3	-	-	-	-	-	-	35
TOTAL	538	65	114	44	147	65	370	3	17	18	33	19	12	13	8	16	4	9	7	159	-	12	9	10	10	41	1173
Associate Professor																											
White	285	4	107	38	111	38	294	4	8	19	26	22	17	10	12	17	3	11	10	159	4	16	12	12	11	55	797
Black	10	1	-	1	3	-	4	-	-	-	-	1	-	-	-	-	-	1	-	2	-	-	-	-	-	-	17
Hispanic	4	-	3	1	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9
All Other	5	1	2	3	3	1	9	-	-	-	-	-	2	-	-	1	-	-	-	3	-	1	-	-	-	1	19
TOTAL	304	6	112	43	118	39	312	4	8	19	26	23	19	10	12	18	3	12	10	164	4	17	12	12	11	56	842
Assistant Professor																											
White	53	1	85	13	81	27	206	1	8	9	11	11	9	5	1	8	2	3	5	73	6	11	20	12	18	67	400
Black	-	-	2	-	1	-	3	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	-	-	-	1	6
Hispanic	-	-	-	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	4
All Other	-	-	5	1	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
TOTAL	53	1	92	15	83	27	217	1	8	9	11	11	9	5	1	9	2	4	5	75	8	11	21	12	18	70	416
Instructor																											
White	2	-	1	-	11	-	12	-	-	-	-	-	1	-	1	-	-	-	-	2	-	1	-	-	1	2	18
Black	-	-	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	2	-	2	-	12	-	14	-	-	-	-	-	1	-	1	-	-	-	-	2	-	1	-	-	1	2	20
Lecturer																											
White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Faculty																											
White	-	-	10	-	-	-	10	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	12
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	10	-	-	-	10	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	12
Total																											
White	852	69	310	94	341	125	870	8	32	45	71	52	39	28	22	40	9	18	22	386	10	40	40	34	40	164	2341
Black	17	1	3	1	5	1	10	-	-	1	-	1	-	-	-	1	-	5	-	8	1	-	-	-	-	1	37
Hispanic	8	-	4	2	6	-	12	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	2	-	-	3	25
All Other	20	2	13	5	8	5	31	-	-	-	1	-	2	-	-	1	-	1	-	6	-	1	-	-	-	1	60
TOTAL	897	72	330	102	360	131	923	8	[illegible]	46	72	53	41	28	22	43	9	25	22	402	12	41	42	34	40	169	2463

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TABLE 11A

FULL-TIME NON-TENURED ON-TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

	University of Connecticut	UConn Health Center	Central	Eastern	Southern	Western	Total, Connecticut State University	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Conn.	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	10	33	-	-	1	1	2	-	-	-	1	1	-	-	-	-	-	-	-	2	-	-	-	-	-	-	47
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
TOTAL	10	34	-	-	1	2	3	-	-	-	1	1	-	-	-	-	-	-	-	2	-	-	-	-	-	-	49
Associate Professor																											
White	29	23	6	3	10	14	32	2	-	1	1	-	-	-	-	-	-	-	2	6	-	-	-	-	-	-	91
Black	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
All Other	-	1	-	-	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	3
TOTAL	31	24	6	3	10	16	35	2	-	1	2	-	-	-	-	-	-	-	2	7	-	-	-	-	-	-	97
Assistant Professor																											
White	112	30	53	22	21	28	124	4	5	2	10	7	2	6	2	4	2	5	5	54	8	7	-	3	1	19	339
Black	3	-	1	-	-	-	1	-	-	1	1	-	-	-	-	-	-	1	1	4	-	-	-	-	-	-	8
Hispanic	4	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
All Other	10	5	-	-	2	-	2	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	18
TOTAL	129	35	54	22	24	29	129	4	5	3	11	7	2	7	2	4	2	6	6	59	8	7	-	3	1	19	371
Instructor																											
White	13	-	12	-	11	7	30	3	5	3	6	5	1	1	4	7	-	3	5	43	14	3	-	2	1	20	106
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	2
All Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	14	-	12	-	11	7	30	4	5	3	6	5	1	1	4	8	-	3	5	45	14	3	-	2	1	20	109
Lecturer																											
White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	2
Other Faculty																											
White	-	1	6	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	-	1	7	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8
Total																											
White	164	87	77	25	43	50	195	9	10	6	18	13	3	7	6	12	2	8	12	106	22	10	-	5	2	39	591
Black	3	-	1	-	-	1	2	-	-	1	1	-	-	-	-	1	-	1	1	5	-	-	-	-	-	-	10
Hispanic	6	-	-	-	1	1	2	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	10
All Other	11	7	1	-	2	2	5	-	-	-	1	-	-	1	-	-	-	-	-	2	-	-	-	-	-	-	25
TOTAL	184	94	79	25	46	54	204	10	10	7	20	13	3	8	6	14	2	9	13	115	22	10	-	5	2	39	636

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TABLE 12A

FULL-TIME NON-TENURE TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

	University of Connecticut	UConn Health Center	Central	Eastern	Southern	Western	Total, Connecticut State University	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Conn.	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20
Black	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	14	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22
Associate Professor																											
White	22	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51
Black	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	24	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53
Assistant Professor																											
White	31	97	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	133
Black	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	4
Hispanic	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
All Other	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
TOTAL	39	105	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	150
Instructor																											
White	9	23	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	1	36
Black	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
TOTAL	11	26	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	1	41
Lecturer																											
White	35	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-	38
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
TOTAL	39	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-	42
Other Faculty																											
White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	2
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	2
Total																											
White	109	157	-	-	-	5	5	-	-	-	1	-	-	-	2	-	-	-	3	6	-	-	3	-	-	3	280
Black	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	7
Hispanic	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
All Other	12	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21
TOTAL	127	168	-	-	-	5	5	-	-	-	1	-	-	-	2	-	-	-	3	6	-	-	4	-	-	4	310

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TABLE 13A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

INSTITUTIONS	TOTAL	MEN							WOMEN							
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Women % of Total
University of Connecticut	1208	971	510	284	144	14	19	-	237	52	75	77	13	20	-	19.6%
UConn Health Center	334	277	103	53	110	10	1	-	57	4	6	31	16	-	-	17.1%
Connecticut State University																
Central	409	302	100	91	104	5	-	2	107	14	27	42	9	-	15	26.2%
Eastern	127	97	38	35	24	-	-	-	30	6	11	13	-	-	-	26.2%
Southern	406	262	115	77	59	11	-	-	144	33	51	48	12	-	-	35.5%
Western	190	119	52	36	29	2	-	-	71	15	19	30	7	-	-	37.4%
Subtotal	1132	780	305	239	216	18	-	2	352	68	108	133	28	-	15	31.1%
Regional Community Colleges																
Asnuntuck	18	12	3	4	4	1	-	-	6	-	2	1	3	-	-	33.3%
Greater Hartford	43	25	14	5	5	1	-	-	18	3	3	8	4	-	-	41.9%
Housatonic	53	41	15	15	9	2	-	-	12	3	5	3	1	-	-	22.6%
Manchester	93	62	27	18	12	2	1	2	31	7	10	10	4	-	-	33.3%
Mattatuck	66	40	12	15	11	2	-	-	26	8	8	7	3	-	-	39.4%
Middlesex	44	30	9	13	7	1	-	-	14	3	6	4	1	-	-	31.8%
Mohegan	36	23	10	6	7	-	-	-	13	3	4	5	1	-	-	36.1%
Northwestern Connecticut	30	21	6	10	2	3	-	-	9	2	2	1	2	-	2	30.0%
Norwalk	57	25	7	7	8	2	1	-	32	9	11	5	6	1	-	56.1%
Quinebaug Valley	11	6	3	1	2	-	-	-	5	1	2	2	-	-	-	45.4%
South Central	34	22	6	8	7	1	-	-	12	3	4	3	2	-	-	35.3%
Tunxis	38	19	6	5	5	2	1	-	19	1	7	6	4	1	-	50.0%
Subtotal	523	326	118	107	79	17	3	2	197	43	64	55	31	2	2	37.7%
State Technical Colleges																
Greater New Haven	34	24	-	3	11	10	-	-	10	-	1	5	4	-	-	29.4%
Hartford	51	44	12	17	13	2	-	-	7	-	5	2	-	-	-	13.7%
Norwalk	46	39	8	10	20	1	-	-	7	1	2	4	-	-	-	15.2%
Thames Valley	39	34	10	12	12	-	-	-	5	-	-	3	2	-	-	12.8%
Waterbury	42	40	10	11	18	1	-	-	2	-	-	1	1	-	-	4.8%
Subtotal	212	181	40	53	74	14	-	-	31	1	8	15	7	-	-	14.6%
TOTAL	3409	2535	1076	736	623	73	23	4	874	168	261	311	95	22	17	25.6%

TABLE 14A

FULL-TIME TENURED FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	897	763	492	241	28	2	-	-	134	46	63	25	-	-	-	14.9%
UConn Health Center	72	70	63	6	1	-	-	-	2	2	-	-	-	-	-	2.8%
Connecticut State University																
Central	330	252	100	87	64	-	-	1	78	14	25	28	2	-	9	23.6%
Eastern	102	79	38	32	9	-	-	-	23	6	11	6	-	-	-	22.5%
Southern	360	235	115	71	44	5	-	-	125	32	47	39	7	-	-	34.7%
Western	131	87	50	26	11	-	-	-	44	15	13	16	-	-	-	33.6%
Subtotal	923	653	303	216	128	5	-	1	270	67	96	89	9	-	9	29.3%
Regional Community Colleges																
Asnuntuck	8	6	3	2	1	-	-	-	2	-	2	-	-	-	-	25.0%
Greater Hartford	33	23	14	5	4	-	-	-	10	3	3	4	-	-	-	30.3%
Housatonic	46	38	15	15	8	-	-	-	8	3	4	1	-	-	-	17.4%
Manchester	72	55	27	17	9	-	-	2	17	6	9	2	-	-	-	23.6%
Mattatuck	53	33	11	15	7	-	-	-	20	8	8	4	-	-	-	37.7%
Middlesex	41	29	9	13	6	1	-	-	12	3	6	3	-	-	-	29.3%
Mohegan	28	20	10	6	4	-	-	-	8	3	4	1	-	-	-	28.6%
Northwestern Connecticut	22	18	6	10	1	1	-	-	4	2	2	-	-	-	-	18.2%
Norwalk	43	20	7	7	6	-	-	-	23	9	11	3	-	-	-	53.5%
Quinebaug Valley	9	4	3	1	-	-	-	-	5	1	2	2	-	-	-	55.6%
South Central	25	18	6	8	4	-	-	-	7	3	4	-	-	-	-	28.0%
Tunxis	22	11	6	3	2	-	-	-	11	1	7	3	-	-	-	50.0%
Subtotal	402	275	117	102	52	2	-	2	127	42	62	23	-	-	-	31.6%
State Technical Colleges																
Greater New Haven	12	8	-	3	5	-	-	-	4	-	1	3	-	-	-	33.3%
Hartford	41	39	12	17	10	-	-	-	2	-	-	1	1	-	-	4.9%
Norwalk	42	36	8	10	18	-	-	-	6	1	2	3	-	-	-	14.3%
Thames Valley	34	34	10	12	9	-	-	-	3	-	-	3	-	-	-	8.8%
Waterbury	40	39	10	11	17	1	-	-	1	-	-	1	-	-	-	2.5%
Subtotal	169	156	40	53	59	1	-	-	16	1	3	11	1	-	-	9.5%
TOTAL	2463	1914	1015	618	268	10	-	3	549	158	224	148	10	-	9	22.3%

TABLE 15A

FULL-TIME NON-TENURED ON-TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	184	126	6	25	90	5	-	-	58	4	6	39	9	-	-	31.5%
UConn Health Center	94	83	33	22	27	-	-	1	11	1	2	8	-	-	-	11.7%
Connecticut State University																
Central	79	50	-	4	40	5	-	1	29	-	2	14	7	-	6	36.7%
Eastern	25	18	-	3	15	-	-	-	7	-	-	7	-	-	-	28.0%
Southern	46	27	-	6	15	6	-	-	19	1	4	9	5	-	-	41.3%
Western	54	30	2	10	16	2	-	-	24	-	6	13	5	-	-	44.4%
Subtotal	204	125	2	23	86	13	-	1	79	1	12	43	17	-	6	38.7%
Regional Community Colleges																
Asnuntuck	10	6	-	2	3	1	-	-	4	-	-	1	3	-	-	40.0%
Greater Hartford	10	2	-	-	1	1	-	-	8	-	-	4	4	-	-	80.0%
Housatonic	7	3	-	-	1	2	-	-	4	-	1	2	1	-	-	57.1%
Manchester	20	6	-	1	3	2	-	-	14	1	1	8	4	-	-	70.0%
Mattatuck	13	7	1	-	4	2	-	-	6	-	-	3	3	-	-	46.2%
Middlesex	3	1	-	-	1	-	-	-	2	-	-	1	1	-	-	66.7%
Mohegan	8	3	-	-	3	-	-	-	5	-	-	4	1	-	-	62.5%
Northwestern Connecticut	6	3	-	-	1	2	-	-	3	-	-	1	2	-	-	50.0%
Norwalk	14	5	-	-	2	2	1	-	9	-	-	2	6	1	-	64.3%
Quinebaug Valley	2	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-
South Central	9	4	-	-	3	1	-	-	5	-	-	3	2	-	-	55.6%
Tunxis	13	7	-	2	3	2	-	-	6	-	-	3	3	-	-	46.2%
Subtotal	115	49	1	5	27	15	1	-	66	1	2	32	30	1	-	57.4%
State Technical Colleges																
Greater New Haven	22	16	-	-	6	10	-	-	6	-	-	2	4	-	-	27.3%
Hartford	10	5	-	-	3	2	-	-	5	-	-	4	1	-	-	50.0%
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thames Valley	5	3	-	-	3	-	-	-	2	-	-	-	2	-	-	40.0%
Waterbury	2	1	-	-	1	-	-	-	1	-	-	-	1	-	-	50.0%
Subtotal	39	25	-	-	13	12	-	-	14	-	-	6	8	-	-	35.9%
TOTAL	636	408	42	75	243	45	1	2	228	7	22	128	64	1	6	35.8%

TABLE 16A

FULL-TIME NON-TENURE TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	127	82	12	18	26	7	19	-	45	2	6	13	4	20	-	35.4%
UConn Health Center	168	124	7	25	82	10	-	-	44	1	4	23	16	-	-	26.2%
Connecticut State University																
Central	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eastern	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Southern	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Western	5	2	-	-	2	-	-	-	3	-	-	1	2	-	-	60.0%
Subtotal	5	2	-	-	2	-	-	-	3	-	-	1	2	-	-	60.0%
Regional Community Colleges																
Asnuntuck	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greater Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housatonic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manchester	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Mattatuck	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Middlesex	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mohegan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northwestern Connecticut	2	-	-	-	-	-	-	-	2	-	-	-	-	-	2	100.0%
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Quinebaug Valley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Central	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tunxis	3	1	-	-	-	-	1	-	2	-	-	-	1	1	-	-
Subtotal	6	2	-	-	-	-	2	-	4	-	-	-	1	1	2	66.7%
State Technical Colleges																
Greater New Haven	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	4	3	-	-	2	1	-	-	1	-	-	1	-	-	-	25.0%
Thames Valley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Waterbury	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	4	3	-	-	2	1	-	-	1	-	-	1	-	-	-	25.0%
TOTAL	310	213	19	43	112	18	21	-	97	3	10	38	23	21	2	31.3%

TABLE 17A

PART-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1983

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	41	18	17	1	-	-	23	23	-	-	-	2.4%	56.1%
UConn Health Center	93	70	67	-	-	3	23	21	-	1	1	5.4%	24.7%
Connecticut State University													
Central	243	180	173	3	2	2	63	61	1	1	-	3.7%	25.9%
Eastern	133	85	82	1	-	2	48	47	1	-	-	3.0%	36.1%
Southern	214	139	120	7	1	11	75	69	2	1	3	11.7%	35.0%
Western	208	142	136	2	2	2	66	65	1	-	-	3.4%	31.7%
Subtotal	798	546	511	13	5	17	252	242	5	2	3	9.0%	31.6%
Regional Community Colleges													
Asnuntuck	35	18	16	1	-	1	17	17	-	-	-	5.7%	48.6%
Greater Hartford	148	88	84	2	-	2	60	59	1	-	-	3.4%	40.5%
Housatonic	46	27	25	-	2	-	19	15	2	2	-	13.0%	41.3%
Manchester	170	108	104	1	-	3	62	57	3	2	-	5.3%	36.5%
Mattatuck	115	55	55	-	-	-	60	57	3	-	-	2.6%	52.2%
Middlesex	64	43	43	-	-	-	21	21	-	-	-	-	32.8%
Mohegan	74	41	40	-	1	-	33	33	-	-	-	1.4%	44.6%
Northwestern Connecticut	37	24	24	-	-	-	13	13	-	-	-	-	35.1%
Norwalk	80	50	43	3	3	1	30	27	2	-	1	12.5%	37.5%
Quinebaug Valley	49	28	26	-	1	1	21	20	-	-	1	6.1%	42.8%
South Central	98	52	44	8	-	-	46	38	6	2	-	16.3%	46.9%
Tunxis	85	58	57	-	-	1	27	27	-	-	-	1.2%	31.8%
Subtotal	1001	592	561	15	7	9	409	384	17	6	2	5.6%	40.8%
State Technical Colleges													
Greater New Haven	30	25	23	-	-	2	5	5	-	-	-	6.7%	16.7%
Hartford	48	42	41	-	-	1	6	6	-	-	-	2.1%	12.5%
Norwalk	30	23	21	1	-	1	7	6	1	-	-	10.0%	23.3%
Thames Valley	61	50	50	-	-	-	11	11	-	-	-	-	18.0%
Waterbury	59	55	55	-	-	-	4	4	-	-	-	-	6.8%
Subtotal	228	195	190	1	-	4	33	32	1	-	-	2.6%	15.4%
TOTAL	2161	1421	1346	30	12	33	740	702	23	9	6	5.2%	34.2%

Black percent of total = 2.4%
Hispanic percent of total = 1.0%
Other percent of total = 1.8%